

Tour of Duty at IAEA Offers Look at Europe—and the World

Mike Heiser, who's on leave of absence from Sandia, has a lot of reasons for enjoying his current assignment, a two-year tour of duty with the Vienna-based International Atomic Energy Agency (IAEA). Mike stopped in at the Labs a while ago (on his way back to Austria from Taiwan) and gave LAB NEWS his reactions to the job — and to Vienna.

"I'm what IAEA calls a CFE [Cost-Free Expert]," Mike says. "CFEs provide technical support for the IAEA staff. My main responsibility is support of the STAR [Surveillance Television And Recording] system."

STAR is a Sandia-developed unattended surveillance system used in IAEA member countries at nuclear power plants and other facilities that handle nuclear material. The system can be used to detect unauthorized removal of — or tampering with — nuclear material.

Mike's activities include repair and maintenance of STAR; thus far, his field service travel has taken him to Yugoslavia, Great Britain, France, and Taiwan. He works for IAEA's Technical Services Section, which supplies the equipment — cameras, surveillance systems, seals, and so on — used by inspectors at nuclear facilities in IAEA member states around the world. He also works closely with the IAEA inspectors, who verify inventories at the various nuclear facilities.

Second Time Around

Mike — a member of International Safeguards Division 5217 before he left for Vienna — started his IAEA assignment in March 1986, so his two years will be over next March. It's his second tour of duty with the Agency; he also worked there from September 1980 to September 1981.

IAEA, chartered by the U.N. in 1956 to promote peaceful uses of atomic energy, has numerous responsibilities, including safeguarding nuclear material and ensuring nuclear safety in facilities of the member states. These activities, Mike says, "are specialty areas that are tailor-made for Sandia experts in these fields." In fact, a number of on-roll Labs employees have served at the Agency in a variety of jobs (see "Others Who've Served").

Gene Bates, a former member of the Labs' training organization and a CFE at IAEA in the late 70s, liked it so well that he stayed on as a member of the IAEA staff; currently, he's a training section head.

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ECP '87 Wrap-Up

ECP Pledges Total \$1,210,553

The '87 campaign is over. Directorate reps were chosen, committees met, agencies were toured, questions were asked (and answered), consideration was given, and pledges were taken. Here are the results.

Sandians topped this year's goal by more than 6.5 percent. The \$1,210,553 in pledges is 4 percent higher than the 1986 total of \$1,163,000.

Contributions at the Fair Share-or-greater level are at 45 percent, 1.2 percent above the 43.8 percent level at the start of the campaign. Total overall participation is at 88.4 percent, 1.4 percent above the level at campaign start.

Six departments reached 100 percent participation: 3450, 3510, 3550, 4030, 7210, and 7250. Directorate representatives and alternates of these departments are: Steven Heifetz (3411), Roscoe Williams (3414), James Hinson (3425), and Robert Baca (3434); Carleton Palmer (3551) and Jann Levin (3543); Fran Armijo (4030); and Robert Summers (7252) and James Wadell (7212).

Related Story Page Seven



WHEN MIKE HEISER (right) last visited Sandia, he and Dennis Mangan (5217) discussed the Labs-developed Modular Integrated Video System (MIVS), which eventually will be used for unattended surveillance in facilities that handle nuclear material. MIVS, now in production, will undergo extensive evaluation testing early next year.



LAB NEWS

VOL. 39, NO. 23

SANDIA NATIONAL LABORATORIES

NOVEMBER 20, 1987

Management Briefing Held

... To Better Manage the Labs In a Rapidly Changing Environment

For the first time ever, Sandia Albuquerque invited all of its supervisors, managers, directors, and executives — section supervisors to president — to attend one of two half-day briefings in the Technology Transfer Center on Nov. 5. (A similar briefing will be held in Livermore on Dec. 1.)

A letter from President Irwin Welber served as the invitation to — and provided the rationale underlying — the briefing: "The emphasis of the meetings will not be on budgeting detail; rather, the budget will be used as a means of identifying and/or interpreting trends, developments, growth opportunities, problems areas, etc., thus enabling us to better manage the Laboratories in a rapidly changing environment."

Well Informed Mgmt. Essential

The letter went on to note that "Sandia is a dynamic place. We have hired nearly 30 percent of our work force (some 2300 employees) in the past five years, and have spent more than \$280 million in construction funds to build and equip new facilities during that same period. The FY87 budget included \$160 million for such new programs as the Strategic Defense Initiative and Advanced Military Technology that did not exist five years ago. In this rapidly evolving environment, a well-informed management continues to be essential."

Each of the briefings included a welcome by President Welber; an overview of the budget perspective and its effect on our weapon, energy, and reimbursable programs by Paul Stanford (100); a presentation on personnel planning by Ralph Bonner (3500); a report on construction and facilities by Bob Peurifoy (7000); and closing remarks by Orval Jones (20). Members of Small Staff lined the TTC stage and

responded to questions put by Paul and members of the audience.

During his welcome, Irwin reiterated the rationale for the briefing: "We want to share the 'whys' — you need to know *why* we're doing what we're doing, and you need to pass that knowledge along to your employees."

Solid Planks in the Platform

"Our future will depend on the platform from which it's launched," Irwin noted. One of the strong planks in that platform is Sandia's increasingly higher national recognition level. "It was Sandia that DOE Secretary Herrington asked to help brief US arms reduction treaty negotiators for the Geneva talks," said Irwin. Those briefings were aided by Sandia's TOSI (technical on-site inspection) facility and by scale models of TOSI that showed how agreements to eliminate INF (intermediate-range nuclear force) weapons in Europe could be verified. That effort was recognized at high levels in a letter from DoD Secretary Caspar Weinberger to AT&T Board Chairman James Olson (LAB NEWS, Sept. 11, 1987).

Irwin also reported that AL Manager Ray Romatowski, speaking to Large Staff at its September conference, feels Sandia should be more aggressive in urging that the nuclear weapon stockpile be modernized and its quality ensured. Other points Ray emphasized: 1. Don't grab for new technologies too soon — be sure that the weapons Sandia designs are "manufacturable"; 2. The costs of cleaning up old facilities, mandated by ES&H (Environmental Safety and Health), are now high but will be higher; those costs will impact DOE programs.

"When I ask myself 'What shapes Sandia's future?' I come up with 'It's our strengths, our envi-

(Continued on Page Six)

Antojitos

Some Folks Have to Be Promoted Again & Again before they get it right. When writing the story on the briefing in the TTC, I realized that we don't have a single term that encompasses the thousand or so Sandians who (to use one descriptor) approve time cards -- that is, the section supervisor through president levels. Strictly speaking, we have two levels of supervisor, section and division. Above them, one level of manager, department. Above them, the executive level, divided into directors, VPs, executive VPs, and president.

In practice, the demarcations get blurry -- we often use "middle management" to cover DMs and directors, for example. And we often use "management" to cover the whole spectrum.

Maybe it's time for an expansion of the Small-Large Staff concept. How about this?

1. Small Staff = President & VPs
2. Large Staff = Preceding + Dirs.
3. Great Staff = Preceding + DMs
4. Huge Staff = Preceding + DSs
5. Vast Staff = Above + SSs

See you later, Janet. Gotta go to a Huge Staff meeting.

* * *

Let Us Now Damn Middle Management That group is a popular whipping boy these days when it comes to communications. Says one communications consultant, "Our greatest opportunity to improve communication is with middle management because they [sic] are the biggest problem." Middle managers are "the keepers of the black hole of communication." The black hole phenomenon occurs when middle managers don't convey to employees the objectives that upper managers want to achieve. "Upper management knows what they are doing, employees are willing, but middle managers don't send out the message."

* * *

Almost Thanksgiving -- Time for Thanks-Giving: President Welber recently received a letter he appreciated so much that he wanted to share it with all of us. In a time when funding and patience are running short, take a minute to put it all into perspective, as did the letter writer (whom I paraphrase here to protect privacy):

"I am celebrating another major anniversary at Sandia Labs today! I consider myself very blessed to be employed here. I am thankful for the knowledge and experience I have gained since my employment began and very grateful to Sandia Labs for sending me to school for my degree and for providing me with a variety of job assignments.

"I have been able to take advantage of many of the services provided to employees by the Credit Union. And I greatly appreciate Sandia's contribution to my savings plan and my excellent medical, dental, and life-insurance benefits.

"I am fortunate that my earnings have enabled me to purchase my own home as well as many other essentials and some luxuries as well. My life has been enriched by traveling to Europe, Hawaii, and other places, thanks to Sandia's generous vacation plan.

"I believe Sandia is absolutely the best place to work in Albuquerque. I am rejoicing and very thankful, President Welber, and I am looking forward with anticipation to my future with Sandia." ●BH

* * *

On Thanksgiving -- 'Twas founded be th' Puritans to give thanks f'r bein' presarved fr'm the Indyans, an' we keep it to give thanks we are presarved fr'm th' Puritans.
-- Finley Peter Dunne

Events Calendar

Nov. 20-21 — "Congressman Smiley Finds the Facts," new play by Albuquerque playwright Joe Sackett; 8 p.m. Fri. & Sat.; Albuquerque Little Theatre Second Story Arts Center, 255-3469 or 262-0963.

Nov. 20-21 — "Ah, Wilderness!" (UNM Dept. of Theatre Arts); 8 p.m., Rodey Theatre, 277-4402.

Nov. 20-21 — Treasure Chest of Boutique Arts & Crafts Show, benefit for UNM Hospital Children's Services; 7-9 p.m. Thurs., 10 a.m.-9 p.m. Fri., 10 a.m.-6 p.m. Sat.; call for location, free, 821-5352 or 299-4441.

Nov. 20-21 — Classical Concert Series: New Mexico Symphony Orchestra performing two symphonies by Shostakovich; 8:15 p.m., Popejoy Hall, 842-8565.

Nov. 20-22 — "The Winter's Tale" by Shakespeare; 8 p.m. Fri.-Sat., 6 p.m. Sun.; Vortex Theatre, 247-8600.

Nov. 20-22 — "Corpse," comic mystery by Gerald Moon; 8 p.m. Wed.-Fri., 6 & 9 p.m. Sat., 2 p.m. Sun.; Albuquerque Little Theatre, 242-4750.

Nov. 20-22 — NM Hunter Jumper Association Fall Show; 8 a.m., Horse Arena, NM State Fairgrounds, free, 821-6906.

Nov. 20-22 — Antique show & sale; noon-9 p.m. Fri., noon-8 p.m. Sat., noon-5 p.m. Sun.; Convention Center, 268-5122.

Nov. 20 & 22 — "Top of the Charts," cabaret musical review; 9:30 p.m. Fri., 7 p.m. Sun.; Gold Nugget Theatre (1522 Eubank NE), 275-3022.

Nov. 20-24 — Exhibit, jewelry by Augustine Lovato of Santo Domingo Pueblo; 9 a.m.-6 p.m., Gallery, Indian Pueblo Cultural Center, 843-7270.

Nov. 20-29 — "The Homage That Follows," new play by Mark Medoff, presented by New Mexico Repertory Theatre; 8 p.m. Tues.-Sat., 2 p.m. matinees Sat. & Sun.; KiMo Theatre, 243-4500.

Nov. 20-30 — "Images of Our Own," invitational exhibition of distinguished traditional New Mexico artists, benefit for Albuquerque Museum Foundation; noon-4 p.m.; Fine Arts Gallery, NM State Fairgrounds, free, 883-6969 or 265-1791, x-228.

Nov. 21 — "Barbershop on Broadway," Sweet Adelines, Enchanted Mesa Chapter; 2:30 & 8 p.m.; Albuquerque Academy theatre, 296-6596 or 255-1844.

Nov. 22 — Concert, Albuquerque Civic Chorus; First United Methodist Church (4th & Lead SW), 831-0093.

Nov. 22 — Concert, UNM Jazz Bands; 8:15 p.m., Keller Hall, free, 277-4402.

Nov. 23 — Keller Hall Series: recital by Keith Lemmons on clarinet, Evelyne Brancart on piano, and others; 8:15 p.m., Keller Hall, 277-4402.

Nov. 27-29 — "The Nutcracker," Southwest Ballet and New Mexico Symphony Orchestra; 7:30 p.m. Fri., 2 & 7:30 p.m. Sat. & Sun.; Popejoy Hall, 842-8565 or 294-1423.

Nov. 27-29 — Christmas arts & crafts show; 10 a.m.-7 p.m. Fri. & Sat., 10 a.m.-5 p.m. Sun.; new Exhibit Hall, NM State Fairgrounds, free, 831-9574.

Nov. 29 — Annual Christmas Parade, Washington Middle School to Civic Plaza, call for time, 243-3696.

Dec. 1 — Holiday Festival, UNM Orchestra and Chorus; 8:15 p.m., Popejoy Hall, 277-3121.

Dec. 4 — Madrigal Yuletide Feast; 6 p.m., UNM Student Union Bldg., 277-7884.

Congratulations

To Barbara (7484) and Steve Botsford, a daughter, Stephanie Marie, Sept. 22.

To Lucy (3426) and Andrew Sanchez, a son, Andrew Paul, Oct. 30.

To Reut and Crawford (1261) MacCallum, a son, Oren, Nov. 4.

Pride and Prejudice Personified

If my theories turn out to be correct, the Germans will call me a German, and the French will call me a citizen of the world. If I am wrong, the French will call me a German, and the Germans, a Jew.
Albert Einstein (1930s)

LAB NEWS

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SANDIA NATIONAL LABORATORIES

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BRYAN LANDRUM (1555) shows high-school student Raymond Bullington how mathematical derivatives are used in a real engineering problem. Raymond and other students in a Valley High School calculus class recently visited Sandia to meet with Sandia volunteers — David Kozlowski (9132), Steve Gray (5268), Hal Morgan (1521), Bill Hendrick (7841), Harry Hjalmarson (1151), and Todd Criel (9132) — who, like Bryan, worked directly with individual students to show how concepts learned in the classroom are applied on the job. The project was arranged by the Volunteers in Action program at the request of the students' math teacher, Robert Grieff.

Orth 'Worked and Witnessed' In the Jungles of Peru

Some people spend their vacation "roughing it" in Yosemite or at Lake Tahoe. Steve Orth (8442) spends *his* time off in remote areas of South America doing hard labor in steamy jungle villages.

The technician from Advanced Component Division II left his Labs job and the latest in high technology to travel 5000 miles to a place where he used hand tools to build churches and meeting houses for two groups of a local Indian tribe, the Aguarunians.

This August, he and 21 other members of the Nazarene Church — most from the Livermore congregation of Pastor Tom Shaw — flew to Peru, where they helped build two churches for missionaries in their denomination.

Steve considers it a tremendous personal experience. "We see different cultures," he says, "but more than that, we're able to provide much-needed assistance to the natives through our mission work."

A Long Trip

The first leg of the "Work and Witness" expedition began at the San Francisco airport, continued through Denver and Miami, and ended a day later in Lima, Peru. From there, the group flew inland on a small plane to Chiclayo, boarded a bus for a 12-hour ride over the Andes mountains, rode six more hours in the backs of pickups over dirt trails, and finally reached the missionary compound — the end of a 600-mile journey inland.

"The compound had a well-equipped carpentry shop where we could build the roofing trusses," Steve reports. "With native help, we then transported the supports to the villages where church construction help was needed. The journey, by foot and boat, took us even farther into the Amazonian jungle to reach the villages of thatched huts. Most of our labor was simple carpentry, though — thanks to portable generators — we could also use power saws on site.

"Communication with the natives was only a minor problem," Steve continues. "Some of them and a few of our team members spoke a little Spanish, but we communicated mainly through sign language."

The visitors were treated to generous feasts and much respect. They ate native dishes, including such local specialties as baked monkey, cooked buzzard, and large snails (dug out of their shells with thorns

plucked from nearby jungle trees). To prevent dysentery, the guests drank only boiled water.

'Taste A Little of Everything'

"If you were close to cleaning up your plate, they [the natives] hurried in with more food," Steve says. "We were advised to taste at least a little of everything offered to let them know we really appreciated their hospitality."

The tribe's livelihood in the jungle depends mostly on farming — especially banana raising and trading. "We were kept well-supplied with fresh bunches of bananas from the day we arrived, and they tasted better than any I've ever had," Steve says.

The climate is hot and humid year around. The Indians eat their big meal at noon, the hottest part of the day and a good time to slow down. After each midday meal, the carpentry crews headed for the nearby river for a cooling dip, then went back to their construction activities.

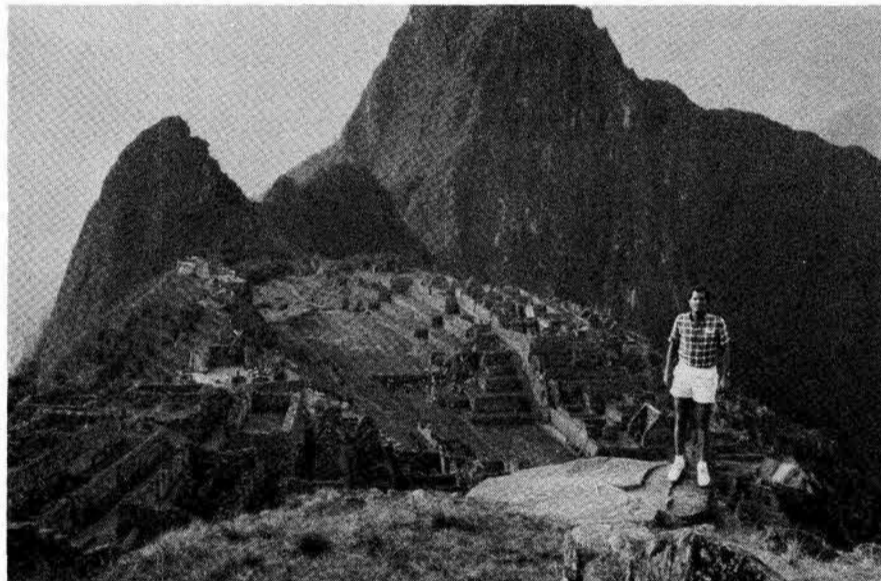
The region receives about 300 inches of rain a year; even with ponchos, the church workers got

soaked a few times, but Steve reports the drenchings left them refreshed.

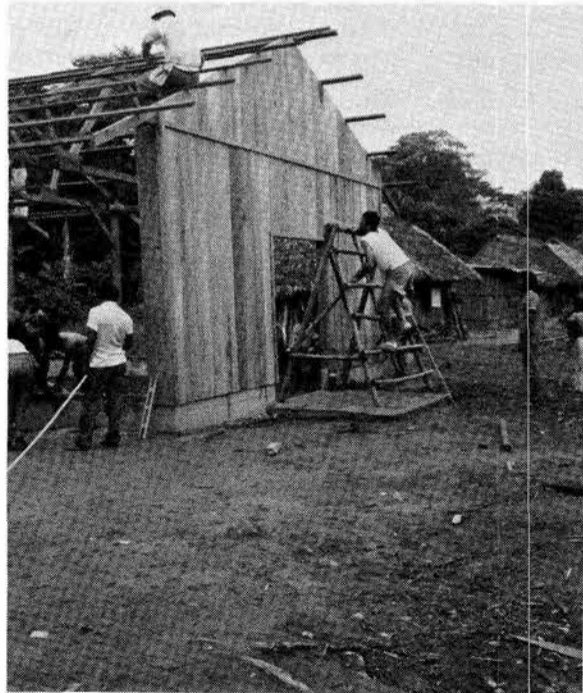
The only discomforts experienced by the Americans were frequent mosquito bites and a few flying-ant stings, which were very painful. Steve's sole unpleasant encounter with the wildlife happened one morning when he picked up his duffel bag and found a coral snake underneath. Not sure at the time what type of snake it was, he dispatched it with his hammer. He learned later that the coral snake is extremely poisonous, and that there wasn't an antidote available nearby to counteract the venom.

The only sightseeing the group did this August was a one-day visit to Machu Picchu, the lost city of the Incas. The city flourished until the 16th century when Spanish conquistador Francisco Pizarro began his raids on the Incas and killed their ruler in 1533. The mountainside ruins are 8800 feet above sea level, and there's evidence of farming operations as high as 12,000 feet.

The Peru trip was not Steve's first such venture — last year he spent two weeks in Ecuador. And he's looking forward to a third year — this time in Kenya — during his 1988 summer vacation.



STANDING AT A VISTA POINT above the ruins of the lost city of Machu Picchu is Steve Orth (8442).



NATIVE AND AMERICAN volunteers worked together on church construction. Note thatched houses in background.



**SANDIA
LIVERMORE NEWS**

VOL. 39, NO. 23 SANDIA NATIONAL LABORATORIES NOVEMBER 20, 1987

Take Note

Cindy English (8535) was elected chairperson of the Livermore Public Library board of trustees; Doris Pouard (8524) was named vice-chair. Both have served on the board since being named by Livermore Mayor Dale Turner in the fall of 1985.

* * *

Mike Dyer (8362) was elected to the Pleasanton Unified School Board in the Nov. 3 election. He came in fourth among 14 candidates seeking five seats on the newly unified district board.

* * *

Barry Schrader (8535) was elected Area 7 trustee on the South County Community College District governing board in the Nov. 3 election. He outpolled a 21-year incumbent, and will take office Dec. 1. The district includes Chabot College campuses located in Hayward and the Livermore Valley.

Congratulations

To Nancy and Warren (8143) Morrow, a daughter, Sandra Amanda, Sept. 25.

To Jo Ann Jacobson (8534) and Wally Sandelin, married in Yosemite National Park, Oct. 2.

To Marlene and Mike (8142) Daniels, a daughter, Melissa Louise, Oct. 22.

To Dee Anna and Jeff (8242) Cherry, a daughter, Megan Christine, Oct. 30.

New Record for LEAP

Sandia Livermore employees have surpassed the 1987 LEAP (Livermore Employees Assistance Plan) goal. With more than 95 percent of the returns counted, pledges now total \$142,000 — \$2000 more than the \$140,000 goal.

This is a new record high for giving to charities. It also sets a new record for number of givers: 881 Sandians, up from 872 last year.

The number of Fair Share (0.6 percent of salary) givers also increased significantly — to 301 people from 259 last year. Fair Share giving now totals 27.6 percent of all contributors. The overall average among those pledging this year is \$161 per person.

"The results are outstanding — a real credit to the Sandians who participated," says LEAP committee chairman Ken Wilson (8347). "I thank them all for their generosity; the donations are certainly going to worthy causes."

(Continued from Page One)

IAEA

Sandia retiree Don Hosterman (also a member of the Labs' training organization) was also on the IAEA staff until very recently.

Funds from Department of State

The International Safeguards Project Office (ISPO), headquartered at Brookhaven National Laboratory, coordinates CFE assignments at IAEA. The Department of State reimburses the Agency for CFE salaries and moving expenses.

Besides tax-free salaries comparable to their salaries in the States, CFEs also get a "post adjustment" (cost of living supplement), according to Mike. "Costs of basics — food, utilities, clothing, gasoline — are about double what they are in the U.S.," he says, "so the post adjustment is an important part of the package."

"IAEA is the only place I know with a better vacation plan than Sandia's," Mike continues. We accumulate 2-1/2 days a month and can add up to eight additional days per year for overtime work, so a busy person could conceivably have 38 days of vacation a year."

IAEA is headquartered at the Vienna International Center, a complex of buildings on the Danube River in the outskirts of Vienna. The Center has a variety of facilities, including cafeteria, restaurant, and full banking center. "One of the best things at IAEA," says Mike, "is its international commissary, where you can buy all sorts of specialty food and drink from foreign countries — beef from Argentina, spices from China, wine from France; you name it, the commissary has it."

Green Chile, Too

And if the commissary *doesn't* have it, Mike learned, just get 30 people to sign a petition asking for a certain kind of merchandise; it appears on the shelves soon after. After Mike introduced him to New Mexican food, an Austrian IAEA colleague presented such a petition to commissary honchos. As a result of his efforts, a full line of Mexican food products — including green chile, of course! — now is available. "It didn't take me long to convince people at IAEA that there's nothing like [New] Mexican food!" reports Mike.

For Mike and his wife Betsy and their two daughters (Marina, 12, and Holly, 9), living in Vienna has provided a wealth of experiences and travel opportunities they wouldn't trade for anything. "If possible, we travel every weekend," he says. "Sometimes it's sight-seeing, sometimes a shopping trip to Italy or Germany where things are cheaper. You can cover a lot of ground in Europe, thanks to speed limits — or lack of them!" (The speed limit in Austria is 80 mph, but not many people pay attention to it, according to Mike; German autobahns have no speed limit.)

'A Lot of Ironing'

The Heisers live in an apartment that's fairly close to the IAEA — five minutes by car, according to Mike. The apartment has most of the amenities available in the States, though it lacks a clothes dryer. "Everybody hangs clothes outside and does a lot of ironing!" Mike comments.

Marina and Holly attend a private American school. The schooling is not inexpensive — \$14,000 a year for the two of them. But an educational grant from IAEA covers about 75 percent of the cost, according to Mike. "The quality of education is first-rate," he says, "and since only about 40 percent of the students are American, the girls have an excellent opportunity to mix with young people from many foreign countries and learn about different cultures." Medical treatment is not as up-to-date in Aus-



MOUNTAIN HIKING has been a favorite pastime of the Heiser family during their stay in Austria. Here, they're in Pitztal Valley in the Tirol (close to the Italian border southwest of Innsbruck). In the background is Rettenbach Glacier, where there's year-round skiing, according to Mike.

tria as it is in the U.S., Mike says. "In fact," he comments, "that was our only real concern when we were considering another assignment in Vienna. But we decided that what the family would gain — new cultural experiences, opportunities to travel, and so on — far outweighed the risks." During the current assignment, the Heisers haven't experienced any serious medical problems. As for private medical insurance, CFEs get a grant from IAEA that pays a little more than half of the premium, and there's no deductible to meet.

"Private insurance gets you into a doctor's office faster," Mike explains, "and you usually get better service. Socialized medical insurance in Austria doesn't pay as well."

4th of July Skiing

As for Vienna's climate, Mike says, "It has a long winter, but not if you like skiing. You can ski winter and summer; the Alps are close by, and many of the higher peaks have snow all summer. Ever tried

skiing on the 4th of July?" Mike and his family got in the spirit of things; they tried downhill skiing for the first time last year.

What about food, especially the "eat-out" kind? "Viennese restaurant food is great — you have to search a long time for a bad meal," Mike reports. "Restaurants are relatively inexpensive. Except for the most elegant places, you can eat out about as cheaply as you can eat at home. A local cuisine staple is a thin breaded veal cutlet, called Wiener schnitzel [Viennese cutlet]."

"You don't see nearly as many fast-food outlets as you do in the States," he continues. "There are seven McDonald's in Vienna, though; you ought to hear 'two all-beef patties on a sesame-seed bun' in German! Fast food — Viennese style — mostly means sausage and a hunk of bread purchased from a stand on the street."

Vienna has about one-and-a-half million people. Many consider the city the music capital of the world — "concerts everywhere, every night of the

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Others Who've Served at IAEA

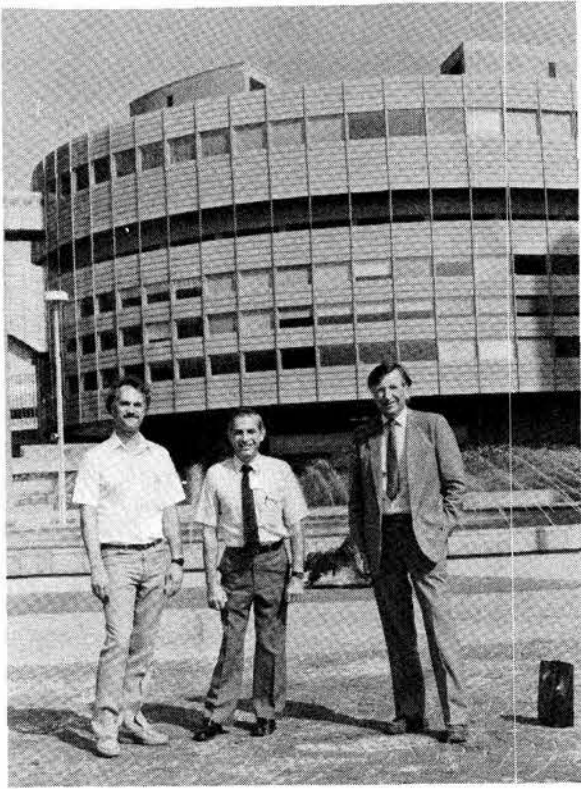
In addition to Mike Heiser, four other on-role Sandians have taken on technical assignments at IAEA in the past. All found their Vienna work a valuable experience — both from a technical standpoint and a cultural one. They are:

- Cecil Sonnier (DMTS, 5217) — ISPO (International Safeguards Project Office) liaison officer, Aug. 1978-May 1979; Cost-Free Expert (CFE), containment and surveillance activities, July 1979-Aug. 1981
- Bob Holt (5260) — CFE, containment and surveillance, May 1979-Oct. 1980
- Ron Pope (6316) — IAEA staff, development and implementation of international regulations for transporting radioactive material, June 1983-Sept. 1986
- Doug McGovern (5267) — Cost-Free Consultant (CFC), closed-circuit TV system

development and reliability, March-Nov. 1978 (CFCs are paid by Sandia, rather than with funds channeled through ISPO)

From time to time, IAEA needs people to fill job slots — both technical and administrative — and sends vacancy notices to Sandia. Should you be interested in a possible assignment at IAEA, contact either Cecil Sonnier or Dennis Mangan (5217 supervisor), who keep a current list of openings. Once you let them know your field(s) of interest, they'll keep you posted on what's available.

"In the past, IAEA has had assignments for experts in a number of areas," says Cecil. "Besides the obvious ones such as nuclear safeguards, surveillance, and safety, the Agency has also advertised for people with expertise in editing, interpreting, training, and other administrative fields."



IN FRONT OF the Vienna International Center, headquarters for IAEA, are (from left) Mike Heiser, ex-Sandian Gene Bates, and Don Hosterman (ret.).

(Continued from Preceding Page)

IAEA

week," according to Mike. There's no lack of leisure entertainment opportunities — many museums to visit, several movie theaters that run English-language films, parks everywhere (including the surrounding Vienna Woods — a great place for walks and picnics, Mike says), all kinds of water sports (waterskiing, sailboarding, boating) at the many lakes and waterways.

Speaking of leisure entertainment, one of the most popular places to while away one's time is at a "heurigen" — a small, home-owned wine cellar, usually in the farmer's own home, where customers drink the homemade vino and eat snacks. "Everyone has his or her favorite heurigen," says Mike. "It's like having a favorite pub in London."

Mike has a kaleidoscope of impressions about Vienna that would fill a book if explored in detail. Among them:

- Excellent mass transit system; one doesn't have to own a car
- Small food shops instead of giant stores
- Unleaded gas is cheaper than regular (even so, it's more than \$2/gallon)
- Crime practically nonexistent; no worry if the children are out alone at night
- Four dental hygienists in all of Vienna
- Official language is German, so communications can be a problem (though not at work, where English is spoken)

And the things Mike misses? "Water fountains, ice cubes, dry cereal, convenience stores, stores open on Saturday afternoon, blue sky, seeing lots of stars," he says. "And if you like the desert's dry air and sparse landscape, you'll miss that too. The surrounding country is very green."

Upon his return to Albuquerque next spring, Mike hopes to come back to a job at Sandia. "When you're on LOA [leave of absence], a job at the Labs is highly probable when you return," he says. "However, there's no absolute guarantee — people should be aware of that." (For the record, all Sandians who've taken on IAEA assignments have returned to jobs at the Labs if they've opted to do so.)

"The most difficult part of my return to Albuquerque," says Mike, "will be wanting to share all those good times and experiences with friends here, but learning that they'd rather tell me about what's been happening here since I've been gone!" ●PW



Alberts, Aeroplanes, Archives, And Albuquerque

A new book by Don Alberts, *Balloons to Bombers: Aviation in Albuquerque 1882-1945*, provides a glimpse into Kirtland AFB's origins while describing the evolution of Albuquerque aviation.

For example, Oxnard Field — as it was eventually called in honor of one of its promoters — was an isolated 140-acre plot on the East Mesa near what is now the National Atomic Museum. Here Frank Speakman, a Santa Fe Railroad employee who had homesteaded a ranch near what is now Four Hills, attempted to establish the first Albuquerque Airport. When telephone service was extended to the site, it was a long-distance call to Albuquerque.

But that was back in 1928, long before the site passed into military hands to become the Albuquerque Air Depot Training Station — and to be known, unofficially at first, as Sandia Base — according to Don, historian for the 1550th Combat Crew Training Wing and Kirtland AFB. (The site is now encompassed by KAFB-East.)

Sharon and Byron Johnson (the latter, curator of history at the Albuquerque Museum, which provided from its archives the many pictures for the book) introduce Don's book by pushing the story even further back. The city's first aeronaut was an enterprising frontier saloonkeeper who in 1882 courted disaster by ascending to nearly 9000 feet in a crude hydrogen balloon. "A single flick of cigar ash, or a cigarette thrown near the balloon, could have created an early version of the Hindenberg disaster," note the Johnsons.

But the balloon flight proceeded without incident and ended unceremoniously in a corn field in back of the fair grounds near the intersection of present-day Central Ave. and Rio Grande Blvd. (Allegations that the saloonkeeper deliberately delayed the start of the flight to boost his business from the milling crowd were never substantiated.)

Don begins his account of Albuquerque's rich aviation history by noting the first appearance of a heavier-than-air craft in Albuquerque. "For the First Time in History Aeroplane Soars Above Valley of Rio Grande" announced the *Albuquerque Morning Journal* in its Oct. 12, 1911, headline. The plane was a Curtiss Model "D" pusher biplane scarcely more advanced than the Wright Brothers' original Flyer — but a thrilling spectacle to the crowds who watched its exhibition flight on opening day of the Territorial Fair.

Throughout, the book provides interesting tidbits: Ridgecrest Drive, then a wagon road, was extended southeast to provide access to Speakman's Albuquerque Airport in 1928. And Wyoming Blvd. south of Central was opened to a junction with Ridgecrest at the airport a little later. One of the first hangars, constructed with walls of adobe bricks and displaying the legend "Albuquerque Airport" in large letters on its roof, still exists — somewhat modified — as Building 20348 on KAFB and is currently used

For Your Benefit

COB in Health Care Plans: How It Affects You

Coordination of Benefits (COB) affects you if either you or your dependents are covered under a Sandia plan and under any other group health plans (including Medicare).

COB, a routine part of administering health plans, sets up guidelines to determine when one plan will pay health charges before a second plan. These rules exist so that you will not be reimbursed for more money than the total amount of the claim.

The Sandia Medical, Dental, and Vision plans all have COB provisions, which are described in your plan booklet. Please refer to these provisions when you file a claim to determine whether your other group coverage should pay first (primary) or second (secondary).



DON ALBERTS, an MTS at Sandia before pursuing his PhD in military history at UNM, has written numerous articles on military and aviation history. He's holding his newest book, *Balloons to Bombers: Aviation in Albuquerque 1882-1945*. His KAFB-West office is lined with pictures of old planes; this is a P-51 Mustang typical of the "transient" planes that used KAFB during WWII.

as a tire shop. The building now housing the Sandia Area Credit Union was the first all-electric "Harvey House" restaurant, decorated, of course, with vigas and Indian art and rugs. Charles Lindbergh, with his recent bride, Anne Morrow Lindbergh, inspected the newly completed Albuquerque facilities in 1929. The airport provided transportation to and from downtown Albuquerque via Aero-Car, a specially designed passenger trailer built to look like an airplane fuselage that was towed by an automobile. And . . . ●DR

Author's Autograph Available

Balloons to Bombers serves as a catalogue to the Albuquerque Museum's exhibition of the same name, which opens Dec. 20 and which will include a Curtiss Model "D" pusher biplane. The book's author, Don Alberts, will autograph his books for the public on Sunday, Nov. 22 — a free admission day at the museum — from 2-4 p.m.

Sympathy

To Millie Griffo (3154) on the death of her husband in Albuquerque, Oct. 12.

To Barbara Potts (3155) and Frank Potts (7541) on the death of her father and his father-in-law in Albuquerque, Oct. 18.

Briefing

ronment, and the country's needs,' " Irwin continued. "Carving out a future is extremely important, but it must be done with care. I see a future shaped by needs such as the stockpile. It's an important element of our nation's deterrence policy, so we must keep it healthy.

"At the same time, we may be facing a period of fewer and smaller new starts in weapon programs. Complementing that decline is an increased need for ACMs [advanced conventional munitions]; Sandia has a real role to play here.

"We continue to work toward a more efficient technology transfer process; we want to be as active as possible here in order to strengthen US industry's ability to compete both at home and overseas."

How about the environment that shapes Sandia's future? "It's Gramm-Rudman-Hollings this year and the next and the next," said Irwin. "The nation has to get over its budget-deficit hurdle.

"An INF treaty and other agreements that may grow out of the current talks in Geneva mean new needs for the country and, therefore, new opportunities in verification for Sandia — programs that may change the traditional nature of our work," Irwin noted.

"The explosive situation in the Persian Gulf is bound to focus attention on our energy programs sooner or later. Some \$36 billion of the nation's international balance-of-payments deficit was attributable to the cost of imported oil in 1986; the deficit is rising each year.

"Finally, our environment includes a renegotiation of the contract under which AT&T operates Sandia. The current contract expires next Sept. 30. It's true that Du Pont has stated that it does not intend to renew its contract to operate the Savannah River plant, but with the increasing synergism of the AT&T-Sandia relationship, we believe another contract

TTC Makes Briefing Feasible

It's true that the effects of the Gramm-Rudman-Hollings law on Sandia programs and people were the focus for many of the remarks by Sandia's top managers during the Nov. 5 briefing. But the event was planned last summer, well before G-R-H went into effect on Sept. 29.

"Studies of Sandia communications — the Peterfreund survey, for example — show that employees prefer to get information directly from their supervisors," says Herb Pitts, Director of Information and Communication Services 3100. "More recently, the department managers, in their October 1986 conference, recommended more face-to-face communication at the division level. [Conference co-chair] Bob Eagan [1840] took on the responsibility for implementing those recommendations, and he did a great job.

"Since then, we've realized that supervisors

need to absorb that information before they can pass it on. Paul Stanford [100], Jim Mitchell [3160] and I put together the Nov. 5 program — with strong support from Ralph Bonner [3500] and all of Small Staff — to provide that opportunity.

"What really makes such a company-wide supervisors briefing feasible is the Technology Transfer Center," Herb continues. "It's the first time we've had a place that could seat 500 people. With some 830 supervisors and managers at Sandia Albuquerque, we could accommodate everyone in two sessions."

Although a formal evaluation by those attending was not conducted, the informal feedback has been positive. "In fact, two of the more cynical department managers I know pronounced the briefing worthwhile," says Jim.

renewal will take place."

What are the strengths on which Sandia can build for the future? "Our excellent tech base," said Irwin. "That includes — among many other strengths — our growing computer capabilities, especially massive parallel-processing capability. We also have a strong device-technology capability, especially in the radiation-hardening of microelectronic devices. And we have a strong administrative staff that's an essential partner in all our programs.

"Our overriding strength is our can-do spirit. That's pervasive here."

Wide-Ranging Views by Other Executives

As a videotape of the briefing indicates (see "Videotape Soon Available"), the vice-presidents, Controller Paul Stanford, and Personnel Director Ralph Bonner discussed some hard realities, not only budgetary but also political and economic, that will affect Sandia programs.

G-R-H II and Its Effect on Sandia

The homework for all of those invited to the management briefing was an Oct. 30 letter from Paul Stanford (100) that provided a history of Gramm-Rudman-Hollings and listed the actions that Sandia is taking to comply with the new version of the legislation:

Gramm-Rudman-Hollings was first enacted in 1985 as the Balanced Budget & Emergency Deficit Control Act. This act provided for a balanced budget by FY91 and set annual deficit targets. If deficit targets were not met, the Controller General (GAO Office) would be required to trigger Presidential sequestration orders (pending cuts). Such a sequestration order was, in fact, mandated for FY86, and DOE (including Sandia), as a result, took its share of budgetary reductions at that time (March 1986). Later in 1986 the Supreme Court ruled that GAO's participation in implementing sequestration orders was unconstitutional. Since the Controller General is considered to be an employee of the Legislative Branch, it was determined that he could not compel an Executive Branch action. Accordingly, no sequestration actions were taken during FY87.

G-R-H II, an amendment to the Public Debt Ceiling, was signed into law by the President September 29, 1987. This act, which is a long-range deficit-reduction program, eased the outyear deficit targets, created a new timetable with a final goal of zero deficit for FY93, and reinstated the automatic sequestration triggering process (by OMB instead of GAO). The FY88 target is \$144B [billion] (the same as FY87 under the old law). Since the FY88 deficit is estimated to exceed this target significantly, the new law

mandates a cut of at least \$23B, with half of the cuts coming from defense and half from domestic programs. If the \$23B mandated deficit reduction is not met by new legislative action prior to November 20, the Office of Management and Budgeting will issue a report to the President which will become the final presidential sequestration order for FY88.

The Reagan administration and fourteen congressional leaders are meeting this week to negotiate a compromise for reducing the budget deficit and thus avoid this automatic sequestration action. If no additional revenue is legislated, the \$23B target will result in total federal budget cuts of 10.5 percent in defense and 8.5 percent in domestic programs. Due to the exemption of some programs, e.g., Social Security, Medicare, etc., sequestration applies to just 20 percent of the total federal budget.

In anticipation of possible funding reductions, SNL management has taken several actions to conserve spending. Constraints have been implemented in outside procurement, personal computer, and travel areas, and hiring actions also have been restricted. The Budget Advisory Committees currently are investigating reassignments of manpower between priority programs and committees, and also we may have to down-size the Labs. Our budget strategies are to protect the long-term health of the Labs, prioritize programs, position ourselves for FY89, maintain a full-service Lab, continue current reimbursable selection criteria, continue a modest hiring plan, and take a balanced budget approach of capital vs. operating.

For example, Paul noted that the adjustments Sandia is making to help reduce the federal budget (see "G-R-H II" story) will have to continue for the next five years. "It's going to be tough," said Paul.

One of the ways Sandia will meet the challenge of a decreased DOE budget is to accept more reimbursable work. "But that doesn't mean a change in our primary mission of nuclear weapon development — we're still very much a national security lab, and that includes energy, which is vital to national security," said Orval Jones (20). "We will continue to choose our reimbursable work very carefully.

"So, although reimbursables will grow, it's important that we continue to support our primary sponsor, DOE," Orval continued. "That's because having a primary sponsor is important, especially when it comes to buildings and facilities and equipment — maintaining a solid tech base, in other words."

On the political front, several questions pertained to the current arms limitation talks going on in Geneva. One question dealt with the effect on Sandia weapon programs if INF weapons were eliminated from Europe. "It would have little effect here," responded Orval. "In fact, with the Ministers of Defense of the NATO countries asking for a rebuilt nuclear deterrent, Sandia could be asked to help develop new weapon systems."

Another question was, "Will the US rely less on nuclear weapons in the future?" "I don't see any change," Orval responded. "The reasons for such weapons are still with us — we can't afford a 1:1 correlation in US-USSR conventional forces, and neither can our allies. So the stockpile is essential, and that's a Sandia responsibility. It will continue."

Could not the stockpiles of both the US and the USSR be eliminated? "Total elimination is unlikely for two reasons," said Orval. "First, elimination would be impossible to verify. And second, both countries could be held hostage by a Third World nation with a nuclear weapon."

Energy a Major Issue

On the economic side, "oil imports are rising, thanks to recent price drops," noted Virg Dugan (6200). "Imported energy sources now account for 14 to 15 percent of our total energy consumption. That has national security implications and expands the trade deficit as well. So energy is likely to be a major issue in the years ahead.

"Our strategy is to move ahead. We have the expertise, and the need is there. We've defined four new initiatives: 1. Coal science, involving a consortium of labs, universities, and industry; 2. Geo science [oil, gas, geothermal], where we're working with industry, the state, New Mexico Tech, and LANL; 3. Third-generation nuclear power plants; and 4. Hazardous and toxic waste management."

Near the end of the briefing, Ralph Bonner sketched the Labs' personnel picture with emphasis on the need to reduce the number of employees on

ECP's Impact on United Way

"You've again done a tremendous job," Lee Bray (30) told ECP directorate representatives, alternates, and others involved in Sandia's 1987 ECP campaign as it wrapped up last week.

Lee ought to know — in addition to his regular job as executive VP at Sandia, he's been holding down a second position as head of Greater Albuquerque's United Way campaign. So this year's \$1,210,553 in ECP pledges has been of extra interest to him.

Goal of the local United Way drive is \$6 million, so the impact of ECP on the UW total is unmistakable: About 20 percent of the UW funds this year will come from Sandians. "That's a fact that all of us who contributed to ECP can be proud of," says Lee.

"We're within \$50,000 of the City's United Way goal at this time, and I'm confident we're going to make the \$6 million," Lee continues. "We were helped considerably by the fact that Sandians exceeded the ECP goal by nearly \$80,000. That's a real achievement in itself — testimony that Sandians realize that United Way belongs to all of us in the community. So each of us should feel like an owner . . .

"Be proud that United Way does its job very well. Work to improve its shortcomings. Speak highly of it. Support it with your money and your time, and be a United Way ambassador to the community. That way you'll help to broaden the base of support."

ECP has become a part of Sandia's culture — "And that's as it should be," says Lee. "It's an ongoing reminder that Albuquerque is important to Sandia, just as Sandia is important to Albuquerque."

ECP was founded in 1957. Since 1960, the first year for which records are available (that year the total amount pledged was \$121,050), Sandians have pledged \$14,641,120. "We make a real difference," says Lee. "You've done — and you are doing — a tremendous job."

(Continued from Preceding Page)

Briefing

roll: "Our normal departure rate is about 5 percent [400 employees] per year. Of these, about 40 percent are attributable to retirement. So, although the Labs' population has to shrink, the attrition data show no need for 'retirement sweeteners,' even if the attrition rate drops below 5 percent; recruiting, however, may have to be trimmed."

Overview by Orval

"We're facing some tight times from now through 1991," said Orval. "The deficit is large, and that problem has to be worked. It is definitely affecting Sandia."

"We are, however, in a better position than we were during the tight times of 15 years ago," Orval continued. "We are now a multi-program lab; that means diversity and a host of sponsors. We are now a national lab. And we have a prudent and conservative management that foresaw the crunch and prepared us well for it. All our committees have now worked 10-percent budget-reduction exercises."

"Nevertheless, we will have a loss of people in programs funded by the Office of Military Application. Many of them, 100 to 150, will end up in one of our new or ongoing reimbursable programs. Others won't be replaced when they leave the Labs."

•BH

Videotape Available

A 3-hour videotape of the Nov. 5 management briefing will be available in the Tech Library (Rm. 9) by the week of Nov. 30. The videotape should be most useful in stimulating discussion during department- or division-wide meetings. That is, it's meant as a beginning for dialogue across all levels at Sandia.



SIR RICHARD NORMAN, Chief Scientific Advisor of the United Kingdom's Ministry of Defence (MOD), led a group of high-ranking members of the United Kingdom's Atomic Weapons Establishment (AWE) on its most recent visit to Sandia. The AWE comprises the former AWRE (Atomic Weapons Research Establishment), the former Royal Ordnance Factories at Burghfield and Cardiff, and smaller installations at Aldermaston and Foulness. The more-or-less annual visits grow out of the 1958 agreement to coordinate nuclear defense efforts of the US and the UK. Making his first visit to Sandia was AWE's new director, Thomas McLean; he is the successor to the former AWRE Director, Peter Jones, who retired June 30. Other first-time visitors were Michael Steeden, Head of the Atomic Coordinating Office in Washington (and Sandia's US contact with the AWE), and Mark Brandreth, Private Secretary to Norman. Seated, from left: Steeden; Norman; Robert Ridley, Assistant Chief Scientific Advisor, MOD; McLean; and Brandreth. Standing: Ray Romatowski, Manager, AL; Orval Jones (20); John Fogarty, Office of Military Application, DOE; Irwin Welber (1); Everet Beckner (5000); Bob Peurifoy (7000); and US-UK Coordinator Jim Mogford (400).



IN ADDITION to discussing weapon development activities with Irwin Welber (1), Everet Beckner (5000), and Bob Peurifoy (7000) on Oct. 27, the UK group toured the light-initiated high explosive facility, explored the large centrifuges, saw a Sprint rocket ready for a shot at the sled track, and watched the launch of some small rockets, all in Area III; the tour was led by Tom Workman (7530). Here, Dave Schafer (7531) and Sir Richard Norman, Chief Scientific Advisor, MOD, discuss Sandia's 29-foot centrifuge. Hosted by Ray Romatowski, the group also toured AL's Emergency Operations Center. Further discussions and facility tours were held at Sandia Livermore two days after the Albuquerque visit.



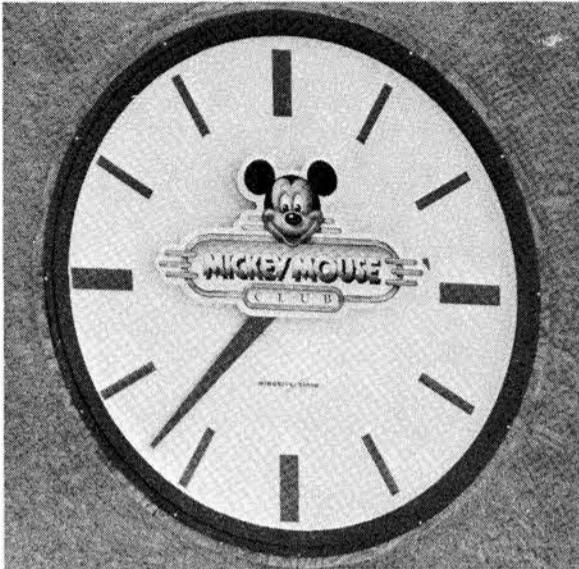
Favorite Old Photo

DEPARTING Belhaven, N.C., in a new Essex, our family toured the West in 1927. One stop was at the Great Salt Lake. My dad (seated) says the water was not polluted but so salty that he couldn't sink. He still likes the water — he's now 95 and lives in Virginia Beach, Va.

—Charles Selby, Jr. (ret.)

Christmas Project?

As in previous years, LAB NEWS plans to cover Christmas charity projects run by Sandians in its Christmas issue (Dec. 18). Please call us early in the week of Dec. 7 (on 4-1053 or 4-7841) if you are heading up any such projects.



KAFB FIRE STATION has a new clock — and somebody has a sense of humor and little fear of heights. Mickey didn't last long up there.



WILD FLOWERS and stallions, totem poles and lobos, Indian pots and people — these are just some of the subjects of paintings by Bonnie Skenandore and Mitzie Morrato (both 3155) currently on display in Bldg. 802. Though Bonnie describes her paintings as "realist" and Mitzie describes hers as "impressionist — bordering on surrealist," they both feel that the paintings of each complement those of the other. Several of Bonnie's paintings in the display — *Walt's Pots*, *Steady Hand*, and *Santana Santa Domingo* — are State Fair award winners.



FOOD'S FINE, but the focal point here is the check — for \$1000. It's a donation from the International Guards' Union of America, Local 27, to "Sister Dolly" Wrenn, who runs a food kitchen that provides food for Albuquerque's homeless every day of the year. The check was presented by Union President Terry Keim (3434, center). "Sister Dolly desperately needed a restaurant-type cooking stove," says Bob Beamon (3434, right), a member, with Paul Justice (3435, left), of the union's Thanksgiving committee. "She's been having to cook out at Laguna Pueblo and haul the food to town. So the union gave her enough to buy a used stove and get it installed. But we're still going through with our original aim of ensuring that Sister Dolly has plenty of food for everyone who needs it on Thanksgiving," Bob continues. The three security inspectors invite other Sandians to donate non-perishable food to the drive; call 265-7809 to arrange for pickup anywhere in the city, or deliver it to the food kitchen, Second and Hazeldine SW.

AT&T Savings Plans

Earnings Factors
September

SPSE (Savings Plan for Salaried Employees)

AT&T Shares	1.0092
Government Obligations	.9955
Equity Portfolio	.9727
Guaranteed Interest Fund	1.0074
Diversified Telephone Portfolio Unrealized Appreciation	1.0295
Realized Appreciation	.0079*

SSP (Savings and Security Plan — Non-Salaried Employees)

AT&T Shares	1.0091
Guaranteed Interest Fund	1.0077
Diversified Telephone Portfolio Unrealized Appreciation	1.0298
Realized Appreciation	.0080*

*The 1 has been removed from the earnings factor. Current month's DTP earnings may be calculated directly: Earnings Factor x DTP Current Worth = Current Month's Earnings.

Spare Your Wastebasket

If you're about to retire or leave the Labs, don't toss your historically valuable records. Corporate Historian Necah Furman (3151A) is looking for audiotapes, records, and photos. Call her on 6-9619.



VP ROGER HAGENGRUBER (9000) was on hand at one of the sessions of the annual Secretarial Seminar last month to welcome meeting participants. Here, he chats with Secretarial Committee members (from left) Paula Webb (3140), Juanita Padilla (9240), and Grace Sheldon (1130). This year's seminar, held at the Marriott, included a talk on "Working with Difficult People" by Vicki Brand of Today's Woman Tomorrow — a consultant service for working women.

feed **back**

Q. When working on a project, an employee frequently makes a discovery for which a patent disclosure is warranted. Sometimes this discovery is a side issue to the main project. In these instances further action on the patent disclosure is usually not possible either for lack of funding, particularly if the project is a reimbursable project, or for lack of time by the researcher.

Would it be possible to create a "patent research fund" from a small surtax on all projects? The fund would be administered by the Patent Department and perhaps delegated to the researcher's department manager. This fund would allow, time permitting, further research on the patent idea to bring it to the form necessary for the patent to be awarded. The decision to delegate these funds for particular research would be up to the Patent Department with technical advice from whatever source it chooses. Knowing that there is a reasonable chance of obtaining a patent would provide more incentive for disclosing possibly patentable material.

A. "Lack of funding" or "lack of time" to perform further research on a new idea must mean that there is no Sandia program interest in doing so. Sandia currently has, however, a funding mechanism called "IR&D" [Independent Research & Development] to follow up on the most promising of such ideas.

In FY86, IR&D funds amounted to \$5.5 million, or about 50 FTEs. The funds are allocated by the Research Advisory Committee, which consists of the VP 1000 and the directors of research organizations. Funding proposals may be submitted through line management to the committee. For more information about IR&D, consult Bill Hollis (140) on 4-1132.

An alternative to IR&D funding may be to interest an outside entity in supporting further research and development. The outside entity could undertake the work itself or, in some circumstances, sponsor the work at Sandia.

To encourage arrangements with outside entities, Sandia may provide a limited amount of informal problem solving. And under a new policy, it is possible for staff members to consult with outside entities for pay where the consulting has been approved in advance and is linked to Sandia's technology transfer program. Glenn Kuswa (4030) on 6-4945 or Bob Stromberg (4031) on 4-5535 can elaborate on these alternatives.

Your suggestion that funds be applied to permit research on an idea in order "to bring it to the form necessary" for patenting may evince a misunderstanding. It is not necessary that an invention actually be reduced to practice for a patent application to be filed. Thus, even inventions merely conceived but not reduced to practice should be reported. Joe Szymanski (4051) on 4-8501 can provide assistance in reporting inventions.

Kurt Olsen - 4050

Q. We need crosswalks to the back parking lots south of the Tech Transfer Center. At 8 a.m. and 4:30 p.m. it takes quite a while to cross. Drivers are whizzing along at 30 mph, sometimes 40 mph, and never slow down for pedestrians. At present there is only one crosswalk, but it's on the far west end and no one seems to cross there.

A. I appreciate your concern for pedestrian safety in the parking lot south of the TTC. The conditions and recommendations you described were referred to the Sandia Traffic Liaison Committee for comment and appropriate action. As a result, the Security Department has been requested to check for speeding in all parking lots and to issue citations when appropriate.

However, the Committee recommends no additional crosswalks — for safety reasons. Painted

crosswalks at mid-block locations too often provide pedestrians with a false sense of security by leading them to believe that vehicles would stop, when experience has shown that motorists often fail to stop for mid-block crosswalks. Experience also shows that pedestrians tend to fan out from the Tech Area exit straight toward their cars and would not use the proposed crosswalks.

I realize this is not the answer you were hoping for. However, I would like to give Security an opportunity to try to slow traffic to a safe speed. In the meantime, please be careful.

Ward Hunnicutt - 7800

Q. We need a pedestrian crosswalk from the parking lot south of Gate 11 to the lot west of the Air Force Weapons School. The Air Force lot receives parking overflow from the Gate 11 lot. This requires pedestrians to cross a four-lane stretch of road during rush hours. During these heavy traffic periods, motorists are more preoccupied with finding a parking space than with watching for pedestrians; I believe there is enough pedestrian traffic, not to mention the safety hazard, to justify a crosswalk.

A. Base Security Police has been requested to observe the speeding and issue citations as necessary.

Your concern on crosswalks has been reviewed by the Sandia Traffic Liaison Committee, and the committee has concluded it is not prudent to provide crosswalks. The real burden of safety has to be on the pedestrian to be alert and cautious while crossing any street.

SNLA is following state, federal, and Air Force Base standards for crosswalks. Mid-block crosswalks are unsafe whenever they are painted on the street. Two painted lines do not provide protection against an oncoming vehicle. Pedestrians suffer a false sense of security at the marked mid-block crosswalks. It causes pedestrians to think that motorists can, and will, stop in all cases even when it is impossible to do so. Because pedestrians don't wait for gaps in traffic before crossing the road if they have a crosswalk, crosswalks disrupt traffic flow, which causes motor vehicle congestion and a greater number of rear-end and associated collisions.

Ward Hunnicutt - 7800

Q. I am amazed by the magnitude of the paper trail generated at Sandia regarding shipment of items to vendors or integrated contractors. These procedures must be very costly, even without considering shipping delays due to improperly completed forms, staff time taken to handcarry forms, etc. I recently wanted to ship computer tapes to a vendor by Federal Express (i.e., quickly!). Two days were lost waiting for an unnecessary box and to correct an improperly completed shipper! Why not limit or (gasp!) eliminate these procedures for items with a value less than, say, \$100.

A. Procedures have been streamlined to ease the documentation requirements for shipping printed material. Currently, when employees ship documents or letters, a shipper is not required — only a properly addressed shipping label.

If items of any value are shipped, however, a shipper is still needed. There are two basic reasons for this: First, we must maintain control over any material leaving Sandia, since we are accountable to DOE for all its property; without a shipper it would be impossible to determine what was actually being shipped and to where. Second, when a shipper is used, the external shipping document number (i.e., airbill number) is referenced on the shipper. If the shipment requires tracing at a later date, we are able to refer to the shipper to obtain the airbill number. Without a shipper, tracing becomes a matter of guesswork and relying on memory of when and how the

shipment was made, thus making tracing difficult at best.

Your suggestion regarding eliminating shippers for items with a value of less than \$100 has some merit. However, the problem of just who determines the value arises. Allowing the person doing the actual shipping to estimate a value opens the door for possible abuse (i.e., someone wishing to avoid preparing a shipper could simply say, "the value is less than \$100," even if it was substantially more).

Finally, if there is some real urgency attached to a particular shipment, then the short amount of time it takes to complete a shipper should not be considered a constraint, but rather another way to ensure the accountability and traceability of the material.

Richard Russell - 3700

Q. It's extremely annoying to have to check on POs when a ship date is not specified on the order after it is placed. Some buyers do this routinely, but others do not. In the latter case, I have to make phone calls to see when an order was to be shipped if I need important parts. Why can't all the buyers routinely note the expected ship dates on POs?

A. I agree. Buyers have been reminded to put shipping dates on all purchase orders. Also, these documents now are being screened to assure that the shipping dates have been recorded. Requesters who do not receive legible and completely filled-in requester copies of purchase orders are encouraged to call the Purchasing Hotline on 4-2253, so Purchasing can pinpoint any problem areas.

Richard Russell - 3700

Q. How do expenditure level approvals affect shop overflow orders? Today I was told by members of Sec. 7485-2 that shop overflow orders were being returned by Div. 153 if the orders did not follow the new approval guidelines. Shop overflow orders are apparently being considered as purchase requisitions. Does this mean that SATs and TSAs can no longer initiate shop overflow orders without obtaining division approval? (Previously, SATs and TSAs could authorize up to \$2000 of shop money either in Sandia's shops or through shop overflow in 7485-2.) Will these new guidelines also be enforced in Sandia's own shops? This new method is especially inconvenient if your supervision is not based in Area I.

A. We did not intend to take away nonsupervisory technical employees' ability to authorize shop work orders for work to be done in-house. However, the Shop Overflow Liaison Section 7485-2 is and has always been the organization responsible for initiating Purchase Requisitions (shop overflow orders) for work to be done out-of-house. The current expenditure level approvals have not changed the procedure for line organizations to obtain shop services. Each Direct Support cost center specifies its own requirements for approval of internal shop work orders. When the request for services cannot be provided in-house, 7485-2 initiates a Purchase Requisition to obtain the services out-of-house. Accounting Classifiers are required to verify that the Purchase Requisition does not exceed (1) the amount authorized by the shop work order or (2) the standard acquisition approval level for "apply-ons." Nonsupervisory technical employees can still approve shop work orders up to \$2000 for work to be done in-house, after which standard acquisition approvals apply.

Paul Stanford - 100

Bucking the Tube Tide



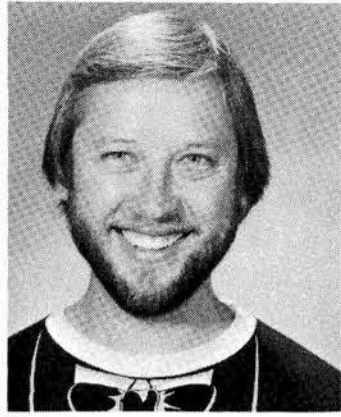
[Great Britain's] Patent Office still seems to have it in for the word "television." Visitors wishing to trace relevant patents will find no mention of television in the subject index. The thousands of TV patents are instead filed under "Pictorial Communication."

New Scientist

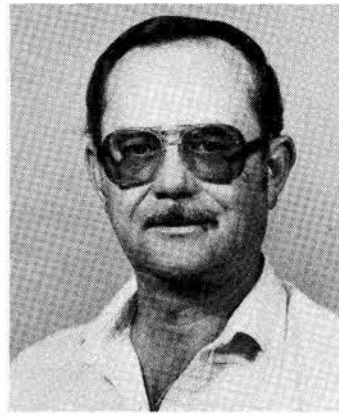
MILEPOSTS

LAB NEWS

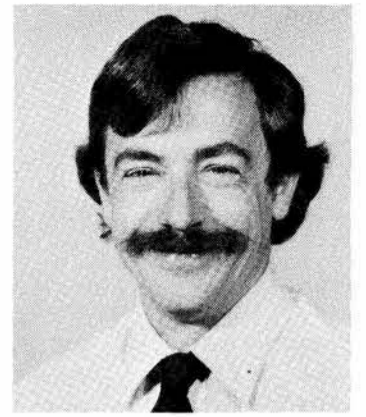
NOVEMBER 1987



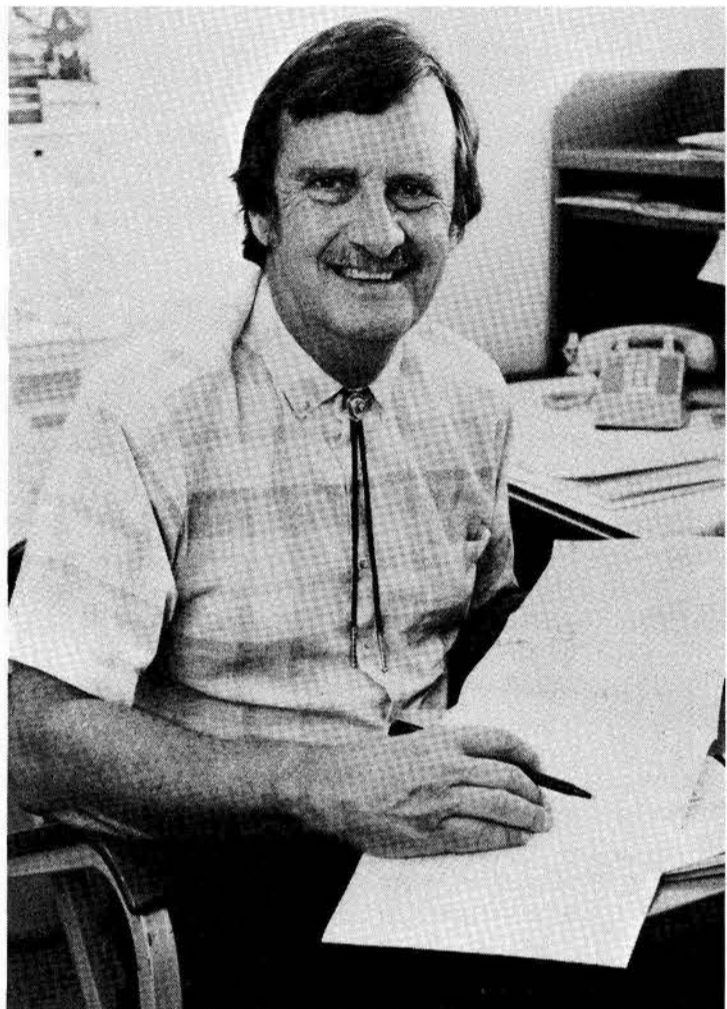
Rick Anderson (7481) 10



Gilbert Vega (7813) 10



Larry Azevedo (7241) 10

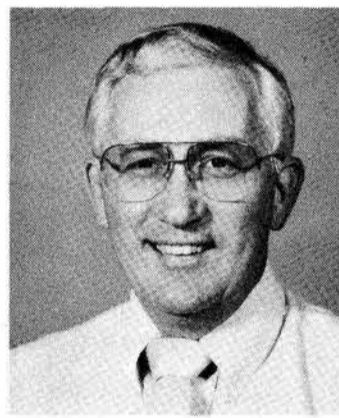


Ed Hart (2513)

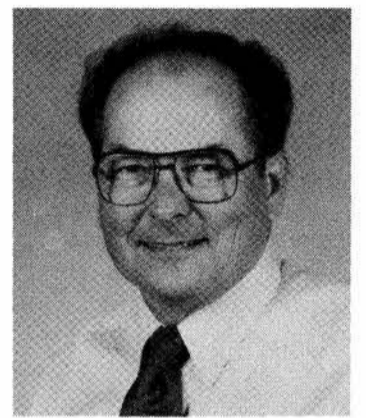
30



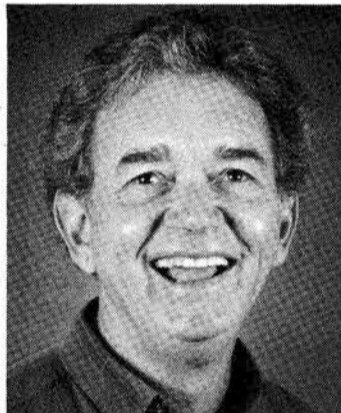
Shanna Cernosek (142) 10



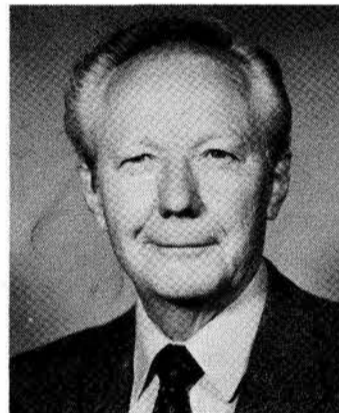
James Baremore (5210) 20



Don Dubose (8284) 25



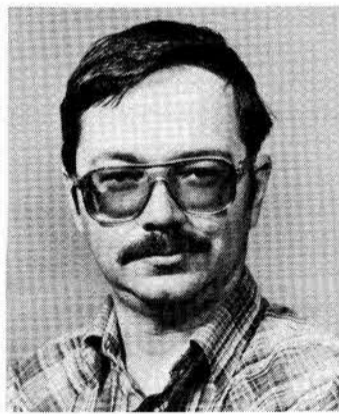
Jack Pons (8284) 15



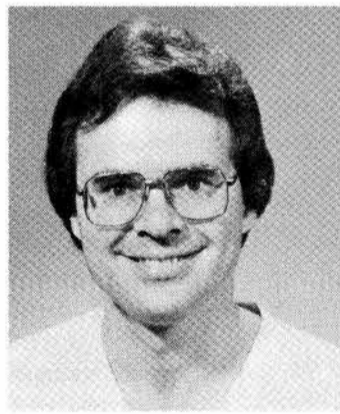
Milo Navratil (7120) 30



Ruth Long (3152) 10



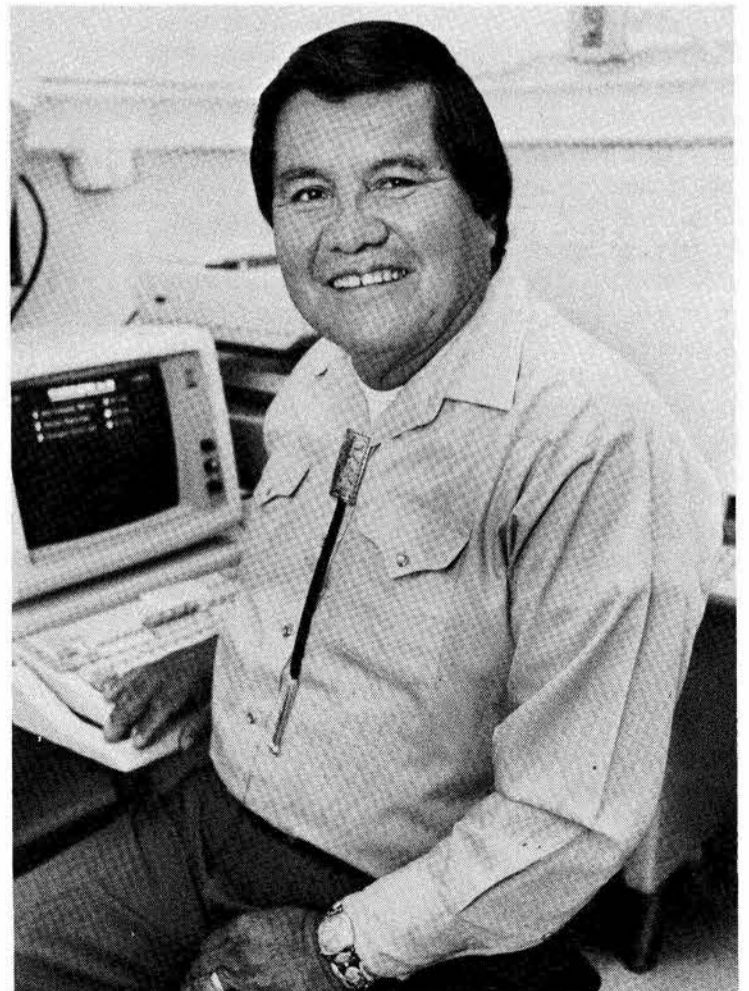
Michael Stark (6232) 10



Fred Schow (7525) 10



Carol Knapp (8236) 10

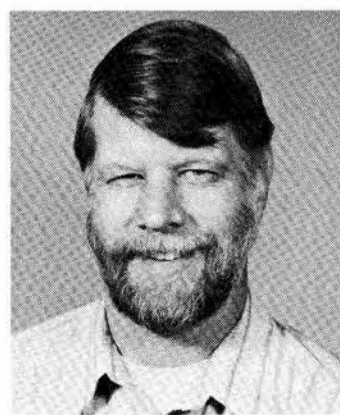


Ramon Garcia (3424)

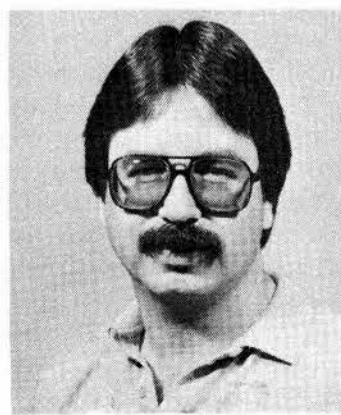
35

Pix Change

As a space-saving measure, LAB NEWS will no longer publish Mileposts photos of Sandians with 10 years of service. (Those photos of 10-year people included in this issue and next, if any, were taken before the restriction was approved.)



David Baldwin (2545) 15



Johnny Moya (7485) 10

Deadline: Friday noon before week of publication unless changed by holiday. Mail to Div. 3162.

Ad Rules

1. Limit 20 words, including last name and home phone.
2. Include organization and full name with each ad submission.
3. Submit each ad in writing. No phone-ins.
4. Use 8 1/2 by 11-inch paper.
5. Use separate sheet for each ad category.
6. Type or print ads legibly; use only accepted abbreviations.
7. One ad per category per issue.
8. No more than two insertions of same ad.
9. No "For Rent" ads except for employees on temporary assignment.
10. No commercial ads.
11. For active and retired Sandians and DOE employees.
12. Housing listed for sale is available for occupancy without regard to race, creed, color, or national origin.

MISCELLANEOUS

SHOTGUN, Remington 1100 12-ga., 28" mod, VR, never fired, \$330; Remington Varmint BDL, 308-cal., w/20x Redfield scope, \$500. Bercau, 275-1691.

ELECTRIC HOT PLATE, Sears Kenmore, single burner, 1000-watt, on/off switch, \$8. Schkade, 292-5126.

GLASSFYRE SCREEN for 29" x 40-1/2" fireplace, new, \$65; 15" snow/mud tires on wheels, \$45; golf bag, clubs. Pilat, 292-4727.

HANDGUN, 38-Special S&W model 15, stainless steel, 4" barrel, \$145; 5 boxes target ammunition, holster, \$50. Boal, 296-4660.

PAPER CUTTERS w/automatic paper hold-down: 30", \$50; 24", \$35. Davie, 296-3950.

SHOP TOOLS, large and small. Riley, 299-6936.

THREE AKC COCKER SPANIELS, 9 weeks old, first shots, paper-trained, male and female, \$150/ea. Flanagan, 884-5054.

VIC 20 COMPUTER, storage deck, joystick, game programs, \$95; kitchen table w/4 chairs, \$95; 2 all-season radial tires, P225/75R15, \$70/both. Sepulveda, 299-2805.

TWO END TABLES, Lane, 30" square, Mediterranean, oak veneer, and matching 30" x 60" coffee table, \$250 OBO. Treadway, 345-7302.

OAK CHAIR, Sofa Block style, dark rust, \$50. Williams, 898-9556.

BACH STRADIVARIUS TRUMPET, model 37, lacquer finish, first valve trigger, third valve stop, w/mutes, \$550. Christopher, 266-4383.

KITCHEN DINETTE SET, 5 pieces: 48" round table w/white Formica top, 4 chairs w/yellow vinyl covers, \$100. Looney, 255-7349.

KEROSENE HEATER; new 6"-diam. Coming catalytic combustor for wood stove; weed-burning attachment for garden sprayer. Snelling, 294-5751.

CHROME CRAFT DINETTE SET w/6 swivel chairs, \$150; upholstered living room chairs, \$25; area rugs, \$30; contemporary lamps, \$25. Witek, 296-5198.

FORD RIMS w/tires, 5-bolt, 1/2-ton P235-75R15 radials, \$35. Salmi, 294-3022.

HP-71B COMPUTER SYSTEM, 90K RAM, printer, disk drive, video display, RS-232, modem, case, extras, \$1350. Juhasz, 296-8077.

CARPET, beige/gold, plush, 10' x 10' and 11' x 13', \$200 OBO; rear end for VW Beetle, make offer. Lopez, 881-1363.

WOOD STOVE, parlor style, black velvet finish w/chrome accents, 1 yr. old, \$200 OBO. Lovato, 243-0195.

TWIN-BED MATTRESS, \$25. King, 821-4692.

AQUARIUM, 60-gal., 4' x 1-1/2', fluorescent strip, U.G. filter, Whisper 800 pump, Supreme heater, glass top, gravel. Snodgrass, 299-1052.

MAN'S JACKET, medium, brown suede, fingertip length, zip-out lining, size 42/44, \$25. Burstein, 821-6688.

TRUMPET, Conn B-flat, new, w/case, \$350. Sons, 294-3953.

SICKROOM SUPPLIES: walker, \$15; chair w/concealed potty, \$40; bath-

tub chair and shower attachments, \$75. Hoke, 298-6619.

ARMAC POOL TABLE, 7', slate; Lortone Vibrating Lap; Craftsman push mower; golf clubs; slide projector. Barker, 294-0254.

SOFA, loveseat, chair, ottoman, earth tones w/wood accents, \$600/set. Austin, 831-2511.

SONY TV, 19", Trinitron color, 8 yrs. old, original owner, \$100. Barr, 821-5870.

HORSE TRAILER, 2-horse, tandem axle, w/mats, 4 new tires, \$1000. Turner, 877-7285.

ASPEN WOOD STOVE, looks similar to an Ashley gas furnace, airtight, w/2 doors, still in box. Montoya, 471-0669 after 6.

GE TV, color, 25", remote control, \$225. Subramanian, 821-1705 before 9.

MICROWAVE CART, \$40; fireplace screen, \$10; Gerry Deluxe security gate, \$9; potty seat, \$5. Webb, 828-2271.

FREEZER, 18 cu. ft., chest type, \$100. Hayes, 883-9276.

STEREO AM/FM RECEIVER, Technics SA-390, electronic tuning, quartz synthesizer, graphic equalizer, warranty, \$150 OBO. Roberts, 821-6586 after 5.

POOL TABLE, 60", folding legs, 2 cues, balls, rack, in original carton, \$25. Guier, 298-9525.

MAINTENANCE MANUAL for '85 Chev. C10-C30 series pickup, paid \$24, make offer. Ayers, 291-8216 after 1:30.

SOFA, blue tweed, \$180; box spring, mattress, and wicker headboard, \$150; three-drawer dresser, \$30. Carne, 822-1738.

ALUMINUM SLIDING DOORS, single pane; sliding and double-hung windows w/nailling fins; AT&T chalk/cork board telephone, \$50. Ginley, 296-0005.

CELLO, Kiso Suzuki, new Bobelock case, 2 bows, \$1700. Dalphin, 265-4029.

DACHSHUND PUPPIES, males and females, purebred, parents on premises, \$125/ea. Jordan, 831-1832.

DYNASTAR SKIS, 160cm, Tyrolia bindings; Dynafit ski boots, size 7. Anderson, 298-0477.

PING-PONG TABLE, regulation size, folds, \$60; Ping-Pong set, 4 paddles, net, and brackets, \$7.50. Guier, 298-9525.

KITCHEN TABLE, 36" diameter, Formica top w/light wood-grain pattern, 4 matching chairs, 12" leaf, \$35. Miller, 299-0785.

COPY MACHINE, dryer, computer, vacuum cleaners. Riley, 869-2119.

CRYPTS, single and double (slide-over), Sunset Mausoleum, Chapel Addition, below market price. Carnohan, 894-7260 in T or C.

KITCHEN DINETTE SET: 42" round table, tan Formica top, w/extension leaf and 4 chairs, \$80. Connor, 268-8718.

GERMAN SHEPHERD/LAB-CROSS PUPPIES, white, five males, three females, free to good home. Rex, 344-6552.

SWEATERS, 100 percent wool from the South American Andes, large size, \$30. Schubeck, 821-3133.

GUITAR AMPLIFIER, Yamaha Professional Series, 100-W, full tone controls, parametric EQ, reverb, foot controls, hi/lo input, \$250. Ginn, 883-0004.

WOMAN'S MUNARI SKI BOOTS, size 7, \$20. Buck, 296-2890 after 5.

QUEEN-SIZE SOFA/SLEEPER, gold and rust floral on dark green background, \$150. St. Clair, 898-2041.

SOFA, brown/beige floral, 7'6"; dinette set, 42" round glass-top table, w/4 upholstered chairs on metal stands. Reed, 294-3295.

CHEST FREEZER, 20 cu. ft.; twin-size maple bed frame; new X-C ski boots, (S-42); books; clothing; garage sale, Nov. 21-22, call for time and place. Bolin, 299-5880.

OAK DINING TABLE w/2 leaves, 6 fabric-covered chairs (3 need repair), and buffet, \$500 OBO. Reis, 299-3808.

CUSTOM-BUILT SPANISH BAR w/stools; boy's bedroom set w/desk; Lowrey organ; tent camping trailer; toboggan; sled; 2500-W generator. Heames, 293-6550.

RIFLE, 30-06 w/scope, case, and ammo, \$295; 22-cal. target rifle, Remington model 37, w/case, coat, and

glove. Kross, 836-3860.

COMPUTER SYSTEM: Franklin 1000 computer, Comrex display, 2 disk drives, modem, software, \$500; Gemini 10 printer, \$200. Maish, 898-8027.

TELEMARK BOOTS, Asolo Extreme Pro, w/ratchet buckle, size 11; man's and woman's Bell bicycle helmets. Ritchey, 298-4311.

ENGINE AND BODY MANUALS for '79 Olds., factory-issue, covers all models, \$5. Thalhammer, 298-8521.

FREESTANDING CORNER FIRE-PLACE, metal, red, 31" square, w/all pipe, \$125. Herther, 298-4823.

SOFA BED, contemporary, Herculon, \$125; Litton Go-Anywhere microwave, used 2 yrs., \$200. Webb, 294-8375.

SCOTT SKI BOOTS, Superlite, size 8-1/2, \$15; Spalding Competition skis, 190cm, w/Spademan bindings, \$60. Baldwin, 293-6730.

COMBINATION SCREEN/STORM DOORS, 32" and 36"; screen door, 32"; 4 wood-frame window screens, 28" x 55". Young, 256-9158.

PORTABLE POWER TOOLS: 4" 1-hp belt sander, heavy-duty professional model, \$60; Craftsman 3-1/2" power plane, \$50. Allen, 296-6453.

WHIRLPOOL REFRIGERATOR, white, w/ice maker, \$175. Meeks, 292-5915.

AQUARIUM FISH: 2 Oscars, approx. 4" long, free. Wiseman, 242-2720 after 5.

Early Deadline
Because of the Thanksgiving holiday, deadline for submissions for the Dec. 4 issue of the LAB NEWS is noon on Nov. 25.

PLAYPEN, \$30; walker, \$20; Gerry carrier, \$25; clothes, boy's, newborn-three; Schwinn exercycle, \$75 OBO. Shirley, 821-0480.

SOLID OAK HIGH CHAIR, 2 child-size rockers, doll crib, Barbie doll, Skipper doll w/clothes, Match Box toys. Erickson, 299-6824.

SEARS O'PEDIC INNERSPRING MATTRESS, queen-size. Noel, 884-4491.

CLARINET; mounted tires for VW Bug. Zanner, 281-1789.

WALL-MOUNT TELEPHONE, \$20; tire chains, \$7; fender-mount mirrors, \$15; transmission oil cooler, \$10. Ezell, 821-1768.

SIAMESE CAT, chocolate point, female, approx. 9 months old, has shots, free to good home. Bell, 294-2094.

KING-SIZE WATERBED, w/12-drawer pedestal, mirrored headboard with bookcase, heater, padded rails, w/less mattress. Shortencarier, 292-3575.

LAMB'S WOOL SEAT COVERS, 60/40, natural color, \$125 OBO. Liguori, 256-3613.

DROP-LEAF TABLE, solid pine; child's and man's skis; trailer hitch; acid-resistant worktable; woman's golf shoes, 7-1/2. Pruett, 293-6244.

QUEEN-SIZE BRASS BED, box spring, mattress; rosewood/teak bar stools; gold armchair; sleeper sofa; oak desk; 19" color TV. Clauss, 266-9319.

MAGAZINE COLLECTION: most issues 1960-1985, "Car & Driver," "Road & Track," "Sports Car Graphic," and "Motor Trend," make offer. Caton, 293-9584.

NAPCO SECURITY SYSTEM, Model CC1-5, complete, original cost \$250, sell for \$99. Luther, 293-4462.

ANTIQUÉ DRESSER, w/mirror, quarter-sawn oak, 5 drawers, \$300. Chavez, 344-0405.

GOLD CARPET, 12' x 12'. Meyer, 256-9038.

DINING ROOM TABLE, w/extra leaf and 6 chairs (fabric seats), bleached mahogany buffet, \$425. Ricker, 296-2191.

SKI JACKET, man's Descente, small, red/black/white, used twice, \$75 OBO. Plummer, 296-4327.

S&W MODEL 686 357-magnum, 6" barrel, stainless steel, w/pack, grips, and shoulder holster, \$300 OBO. Lesperance, 298-5203.

HAYES MODEM, 1200-baud, \$175; baseboard electric heaters, new, \$40/ea.; child's car seat, \$20. Monty, 821-3758.

DISCOUNT UNITED AIRLINES TICKETS to Denver for Thanksgiving,

leave Albq. Nov. 25 p.m., return Nov. 28 p.m. Moya, 296-8824.

TRANSPORTATION

12-SPD. BICYCLE, Motobecane Super Mirage, \$100. Grammer, 296-5084.

'71 DODGE PICKUP, rebuilt slant-6 engine, 3-spd., \$700. Rightley, 822-0383.

'84 MAICO 490 DIRT BIKE, never raced, \$900. Scheibner, 268-0344.

'78 EL CAMINO w/matching shell, V-8, AT, cruise, AC; '79 Honey motor-home, Dodge 440, AC, extras. Riley, 299-6936.

'85 DODGE VAN, PB, PS, dual AC, captain's chairs, bench/bed, TV hookup, stereo cassette, 14K miles. Kula-winski, 299-5010.

'77 TOYOTA CELICA ST, 4-spd., 2000cc, AM/FM radio, \$850. Chavez, 298-5607 or 299-5102.

'70 MGB, new top, \$1800 OBO. Johnson, 292-0163.

'54 FORD CUSTOMLINER, \$1954 OBO. Schaub, 821-7242.

'87 THUNDERBIRD TURBO COUPE, 8K miles, warranty trans., \$16,500 OBO. Rollstin, 884-8293.

'80 PONTIAC BONNEVILLE, 2-dr. coupe, AC, AT, PS, PB, V-8 engine, AM/FM radio, new tires, \$2250. Sebbell, 821-4227.

'70 VW BAJA BUG, AM/FM stereo, \$1500 OBO. Jenkins, 344-3212.

'85 HONDA GOLDWING LIMITED EDITION, AM/FM cassette, CB, intercom, backrest, \$6800. Brandon, 836-5621.

'77 FIELD & STREAM MMH, 22', 460 engine, cab & roof AC, 6 new Michelin tires, new dual batteries, 35K miles, \$11,300 OBO. Garcia, 888-4735.

'86 NISSAN PICKUP, 22K miles, AM/FM stereo cassette, 5-spd., w/camper shell, \$4950 OBO. Torres, 299-5459.

10-SPD. BICYCLE, Schwinn. Barker, 294-0254.

'85 CHEV. C-10 PICKUP, Silverado, long bed, w/shell, V-8, OD, 32K miles, \$8250. May, 299-5548.

'80 VW DIESEL RABBIT, 4-dr., 45K miles on new engine, \$1100. Leisher, 281-5258.

'76 PLYMOUTH VOLARE SW, 6-cyl., AT, AC, one owner, new radiator and brakes, \$440. Carden, 884-8211.

'82 DODGE RAM COMMUTER VAN, 15-passenger, airline-type seats and interior, 360 V-8, AC, PS, AT, cruise, AM/FM cassette, \$9800 OBO. Jennings, 382-7516.

'87 FORD THUNDERBIRD, taupe, fully loaded, take over payments or \$12,500. Franks, 275-9568.

'79 FORD THUNDERBIRD, AT, AC, PB, cruise, \$2000; '77 Ford LTD, AC, all power, steel-belted radials, \$1200. DeBaca, 892-1139.

'78 FORD LTD SW, new tires, loaded, \$1400. Fink, 836-3206.

'67 CORVETTE, 427 L-71 engine, new tires, rims, top, carpet, clutch, transmission — you assemble, \$4500. Clark, 298-8254 after 4.

MOTORCYCLE, bicycles. Riley, 869-2119.

'81 SEARS INFLATABLE BOAT, 13'9", solid wood keel, floor, transom, 3 compartments, rated 25-hp, \$1000 new, make offer. Prekker, 892-4107.

TWO MOUNTAIN BIKES, Univega, for small adults or youth, one owner, will hold for Christmas, \$180/ea. Ginn, 883-0004.

'77 CHEV. CAMARO, 2-dr., AT, AC, AM/FM cassette, new radials, \$2000 OBO. Lucero, 294-2546.

'47 DESOTO CLUB COUPE, unrestored, used regularly, \$3450. Gruer, 296-8163.

'77 TRANS AM SE TA/6.6, black & gold, AT, loaded, T-tops, new tires, brakes, and battery, 25K miles, \$5500 OBO. Hennis, 292-0839.

'85 MITSUBISHI MIRAGE LS, 5-passenger, 5-spd., AM/FM cassette, 25K miles, undercoated, \$5200 OBO. Thompson, 296-1654.

'83 CHEV. SILVERADO PICKUP, 1/2-ton, 4-WD, 5-litre V-8, AM/FM cassette, AC, PS, dual tanks, 50K miles, \$8000. Walker, 294-4087.

'79 CORVETTE L-82, PS, PB, AC, AM/FM cassette, rear window defroster, 55.5K miles, new tires, \$8750. Rivera, 292-2651.

'81 CHEVETTE, 4-dr. hatchback, 29K miles, recent transmission overhaul,

silver-gray, \$1200 OBO. Jercinovic, 256-0871.

'85 TOYOTA TERCEL SR5 SW, 4-WD, AM/FM stereo, AC, 28K miles, \$6995. Mooney, 281-2612.

BICYCLE, 12-spd. Panasonic Sport Deluxe, 77" frame, \$160. McAllister, 296-2774.

'74 AMC GREMLIN, interior rough, \$200. Weber, 293-8196.

'82 FORD EX-P, 2-dr. hatchback, 4-spd., AM/FM stereo cassette, AC, PB, 63K miles, \$1950. Williams, 277-3285.

CLASS A MOTOR HOME, 25', new 390 engine on 41K-mile Ford chassis, Onan generator, \$8950. Campbell, 299-9195.

'81 PONTIAC T1000 4-dr. sedan, AT, AC, 16K miles; '72 Honda 350, \$250. Aiuto, 292-1117.

'82 YAMAHA 650 SECA, 10K miles, \$395; '85 BMW K100RS, 12K miles, \$995, both damaged. Svensson, 898-3078.

'78 PLYMOUTH VOLARE SW, 6-cyl., 4-spd., 87K miles, \$1300. Bartberger, 823-2843.

'74 260Z, red w/black interior, 5-spd., AC, new short block. McGuckin, 299-1342.

REAL ESTATE

3-BDR. HOME, NE, 1-3/4 baths, 2-car garage, great room w/FP, formal dining, covered patio, 1630 sq. ft., \$94,900 or reasonable offer. Sepulveda, 299-2805.

3-BDR. HOME, Holiday Park, LR, DR, FP, den, 1-3/4 baths, new carpet, remodeled kitchen, 1495 sq. ft. Romero, 828-1605.

3-BDR. MOBILE HOME, on 1 acre, Peralta, 14' x 80', 2 baths, stove, refrigerator, DW, washer/dryer hookup, fruit trees, 2 water pumps (in and out), \$49,900. Arellanes, 265-8677 after 6.

TWO ACRES, Bosque Farms, utilities close by, restrictive covenants, \$22,000/acre. Blaine, 869-6584 after 6.

3-BDR. PATIO HOME, Altimira subdivision in NE, 1897 sq. ft., 2 baths, 2-car garage, 2-story, fully landscaped, 3 yrs. old, \$114,900. Davis, 292-3134.

DUPLEX on SE lot, break-even financing, small down/assume balance. Martinez, 881-0695.

5 ACRES unimproved land, 2 miles east of Tijeras and 1 mile south of I-40, piñon trees, meadow, \$11,500. Gruer, 296-8163.

5-1/2 ACRES, South 14, underground power, water available, southern slope with meadow. Shaffer, 298-8302.

4-BDR. HOME, 1-3/4 + 1/2 baths, den/LR, 2-car garage, La Cueva/Dennis Chavez school district, FHA assumable 9-1/2%, \$114,000. Padilla, 821-4839.

4-BDR. HOME, New Holiday Park, 1-3/4 baths, 2009 sq. ft., formal DR, remodeled kitchen, parquet, quarry tile, stained woodwork, auto. sprinklers, \$103,500. Knorovsky, 293-8858.

FIVE ACRES, east of N-14, southern exposure. Zanner, 281-1789.

WANTED

SCHWINN AIRDYNE EXERCYCLE; ukulele. Underhill, 294-5774 after 6.

GUINEA PIG CAGE, approx. 24" x 24". Armijo, 345-7385.

BABYSITTER, for 20-mo.-old, Tramway/Copper area, about 4 times a month in the evening. Villanueva, 296-0970 after 6:30.

BABY CRIB without mattress, and high chair, good condition. Scales, 298-6254.

POOL TABLE, 3/4-size. Carne, 822-1738.

HOUSEMATE, nonsmoker, female, \$250/ mo. Piatt, 293-1204.

WALKING MACHINE, good (or reasonably good) condition, mph as well as speed display. Ahr, 883-0459.

GARAGE DOOR OPENER for double-car garage; truck w/long bed, will trade Ford LTD. DeBaca, 344-3369 or 892-1139.

HOUSEMATE, female or male, to rent furnished room w/bath, Juan Tabo/Central, share laundry, kitchen, \$225/mo. plus 1/2 utilities. Lambert, 294-4188.

BABY TENDER or high chair, good condition. Liguori, 256-3613.

LOBO SEASON BASKETBALL TICKETS, chair-back. Payne, 299-5966.

It's Turkey Trot Time: Go for the Goodies On Wednesday

GET WARMED UP FOR TURKEY DAY next Wednesday (Nov. 25) between 11 a.m. and 1:15 p.m. at an a la carte buffet featuring all kinds of delicious delicacies: Virginia baked ham with cherry sauce, carved turkey and giblet gravy, breaded flounder, chicken fried steak, and all the traditional trimmings. Fine food like *that* is just one more reason to be thankful!

THOSE GOOD OL' POOR BOYS from Isleta are back in town tonight with stirring stomp music from 8 p.m. to midnight. T-bone steak or snow crab are your choices on the two-for-one special. If you've not already done so, help out the kitchen ranch hands by calling in that dinner reservation (265-6791).

ALSO TONIGHT, learn all about the latest in career and holiday fashions, just-right hair styles, and what to do for those hard-working hands. At 7:15 p.m. (ballroom), Perfect Transition Hair Salon reps give you tips on hairdos/hands, and the folks at Classique de Femme display some eye-catching clothes during a fantastic fashion show.

Retirement Seminar

Steven Stubbs and Michael DeVincentis of Dean Witter Reynolds discuss "Planning for Your Retirement" on Tuesday, Nov. 24, at 5 p.m. in the Eldorado room. They'll cover IRA rollovers and Dean Witter's new retirement planning tool — the Pre-retirement Income Management Evaluator (PRIME) — with an emphasis on the use of PRIME in today's investment climate.

DON'T BE LEFT OUT IN THE COLD on New Year's Eve: Make your reservations right now. The festivities, from 7 p.m. to 1 a.m., promise to be bigger and better than ever. As usual, it's two great bands for dancing: The Freddie Chavez Foundation presents tunes for Latin (music) lovers in the ball-

room, while the Crossover Country Western Band entertains sagebrush shufflers in the Eldorado room. Cost is \$20/member and \$24/non-member for Eldorado space; it's \$28/member and \$32/non-member in the ballroom. Price includes noisemakers, hors d'oeuvres, dancing, and a full breakfast (complete with a bottle of champagne). Tickets available on a first-come basis; seating is limited.

AFTER THE FOOTBALL AND FEASTING, Fiesta Night on Nov. 27 provides a welcome respite. There's a Mexican buffet from 6 to 9 p.m. (gets your mind off turkey, right?), a floor show by the Frances Bustamante Mexican Dancers from 7:30 to 8, and south-of-the-border dance music from 8 to midnight by Freddie Chavez and crew. Reservations are requested by those energetic enchilada makers, so give the office a call at 265-6791.

T-BIRD CARD SHARKS go for the aces again on Dec. 3, starting at 10:30 a.m. As always, free munchies and door prizes accompany the slick shuffling and good conversation. And that's not all; this spirited bunch of folks swings (from the rafters?) into the holiday season on Dec. 17 with cards and a Christmas party. Mark your calendar!

I'VE GOT THE WORLD ON A STRING is what you'll sing, once you've signed up for one of the very special sojourns planned by the C-Club travel committee. Here are a few outstanding offerings:

Florida Family Fling — This one (Dec. 26-Jan. 2) includes three days at Disney World/Epcot Center. Cost is \$847/person (adult, double); kids sharing a room with parents go for less.

The Lap of Luxury is where you'll be (Jan. 22-29) when you reserve your space for a terrific trip to Cozumel. The price of \$835/person (double) includes *everything* during your stay at the Club Cozumel Caribe (details at Club office). Final payment due Nov. 30; cancellation insurance available.

Take Note

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Dave Braudaway (DMTS, 7242) was recently elected to a two-year term as president of the Instrumentation and Measurement Society of the Institute of Electrical and Electronic Engineers (IEEE). Dave has been with the Primary Standards Laboratory at Sandia for 30 years.

* * *

Robert Martinez (7472) was recently elected national secretary of the Society for the Advancement of Material and Process Engineering (SAMPE).

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Bernie Zak, Wayne Einfeld, and Robert Sandoval (all 6321) spoke at the Topical Conference on Traditional and Non-Traditional Air Contaminants on Nov. 10 at the Lovelace Inhalation Toxicology Research Institute on KAFB.

AT&T telephones, typewriters, and answering machines at employee discount prices will be available from the local AT&T Phone Center today in Bldg. 800, Booth 4, from 9 a.m. to 3 p.m. The equipment is on a "cash (or credit card) and carry" basis. Call AT&T representative Diana Sanchez at 881-4541 for more information.

The 10th Annual Ideas in Science and Electronics Exposition and Symposium (ISE '88) is scheduled for May 10-12 at the Albuquerque Convention Center. Symposium theme is "Competitiveness and the Rio Grande Research Corridor." Papers are invited; deadline for submitting one-page abstracts is Dec. 20. For more information and a list of topics for papers, contact technical program chairman Evelyn Hirt (BDM) on 262-1023.

"The Christmas Classic," to benefit the American Diabetes Assn., will be held Dec. 9 at the Ramada Classic Hotel, beginning with cocktails at 6:30 p.m., followed by an hors d'oeuvre buffet from 7 to 9. Entertainment includes Wurlitzer organ music from 6:30 to 7:30 and dance music provided by the Albuquerque Jazz Ensemble from 7:30 to 11. Bid throughout the evening at a silent and live auction on \$100-up items donated to ADA (sample: TWA trip for two around the world). Dress is semi-formal, black-tie optional. Cost is \$75/couple or \$300/corporate tables of 10. More info from Terri Olascoaga (5248), 296-6864; or the ADA office, 266-5716.



FIESTA NIGHT on Nov. 27 features the Frances Bustamante Mexican Dancers in a rousing floor show from 7:30 to 8 p.m.

feed back

Q. I've never been informed of the function of Medical since I've been here, and I'm confused. Is it (1) only for work-related sicknesses/injuries? (2) available for non-work-related injuries? (3) available for sickness treatments such as the flu, etc?

The questions arose when I was told that I couldn't have scheduled treatment for a sports-related (non-working) injury because another person with a work-related injury wanted treatment at my scheduled time.

A. The Medical Department is available for a wide variety of medical services to all employees at SNLA. These services include care for occupationally related illnesses or injuries and limited care for non-occupationally related problems. Additionally, the Medical Organization provides preventive health care including health maintenance examinations, the TLC health promotion program, and programs for psychological and substance abuse problems.

Although the clinic is certainly available for the evaluation of a sports-related injury, priority is given to individuals with work-related problems or with emergency medical conditions. Most problems can be evaluated in Medical and can be facilitated by calling the receptionist at 4-7845 to schedule an appointment for an evaluation. If the problem is one that can be treated in a relatively short duration, we often are able to provide such care through the clinic. On the other hand, if a problem requires more extensive evaluation and therapy, it is generally best handled through the private medical community. Our clinic should be able to help facilitate arrangements if you do not have a primary care physician to contact.

I apologize for any confusion in the role of our clinic, and I hope that in the future we will better be able to help you secure appropriate medical care for your problems.

Dr. Larry Clevenger - 3300

Q. I think that East Avenue between SNLL's main entrance driveway and LLNL's south gate entrance should be widened to a full four lanes. During rush-hour traffic, conditions can become very hazardous, with east-bound through-traffic using the bike lane to bypass left-turn traffic into LLNL south gate; contractors and or delivery trucks using the bike lane as a temporary parking lot to visit the LLNL Badge Office; and bikers coming to work at the Combustion Research Facility (CRF) or Gate 17.

A. The point you make is valid. We have recognized this problem and have plans to add a second east-bound lane between Sandia's main entrance and Thunderbird Lane on the east. This redesign would also include plans for a bicycle lane. This East Avenue roadwork is included as a part of the CRF Phase II expansion. Construction on that project is planned to start in FY88 and will extend well into 1990. This construction project is, however, contingent on appropriation of funds for CRF II.

Rick Wayne - 8400